

**MEMORANDUM OF UNDERSTANDING RELATING TO
GLOBAL MINISTRIES' GLOBAL MISSION INTERN PROGRAM
(Effective _____, 2020)**

THIS MEMORANDUM OF UNDERSTANDING (“MOU”) relating to the funding of Global Ministries’ Global Mission Intern Program (the “GMI Program”) is adopted by the Division of Overseas Ministries (“DOM”), a General Ministry of the Christian Church (Disciples of Christ), acting through the DOM Board, and Week of Compassion (“WOC”) acting through its Board of Stewards, a manifestation and fund of the Christian Church (Disciples of Christ). The purpose of this Memorandum is to set out the basic terms of the financial support and responsibilities with respect to the GMI Program by WOC and DOM.

Description and History of GMI Program

The Global Mission Intern Program (“GMI Program”) is a program of Global Ministries that offers a unique experience for college graduates under 30 years of age to be engaged in a ministry of critical presence: timely and appropriately meeting God’s people and creation at the point of deepest need—spiritually, physically, emotionally, or economically. The objective of this program is to help nurture and develop leaders who have a commitment to God’s mission in the world and a passion for justice. Global Mission Interns (each, a “GMI”) are appointed for one to three years and work with church agencies or ecumenical partners in ministry with the poor or with Christian action groups working with human rights, reconciliation, and development projects. Financial support is provided to GMIs at a level to meet basic needs as recommended by the host church or organization. Medical insurance is also provided. The sole source of funding for the GMI Program is from WOC.

The GMI program, formerly known as the Fraternal Workers Program, was administered by the United Christian Missionary Society until 1971, when screening, preparation and administration of the overseas part of the Fraternal Workers and Voluntary Christian Service program were transferred to DOM, together with that portion of the budget that supports it (including administration). Funding for the budget was to continue to come from WOC, as it had since 1951. These funds have made possible the assignment and service of qualified young people to special projects overseas.

In 1995, Global Ministries was established as a partnership between the UCBWM of the United Church of Christ (“UCC”) and DOM. In 2000, UCBWM became Wider Church Ministries (“WCM”), one of four UCC covenanted ministries. Global Ministries brings together the programs and activities of DOM and WCM into one mission operation.

Basic Information Relating to Funding Needs

The annual cost to fund a GMI is drastically different depending on the location where he or she serves. In 2019, for example, the highest annual cost was \$28,385, the lowest \$13,166. The place of service of a GMI depends on the talents and skills of a potential GMI, where there is critical need and to where they are invited. It is in the interest of those served by the GMI Program to have as many GMIs as possible serving each year. Based on the foregoing, it is essential to know the amount of funds that will be available in order to determine how many can serve in any year. In other words, the amount of funding provided by WOC determines the number of GMIs who can serve each year, not the other way around.

Because there may be unexpected costs to the Program from time to time, it is necessary for DOM to maintain a reserve for the GMI Program. DOM is aware that in the past, the reserve held by DOM for

the GMI Program was inordinately high. While a reasonable reserve is necessary, DOM believes that at present \$50,000 is a reasonable reserve amount and is committed to cap the reserve at that amount.

Funding Agreement

Based on the foregoing, WOC and DOM agree as follows:

1. WOC will continue to provide \$149,000 to DOM annually to fund the GMI Program (1/3 of the amount to be paid in each of May, August and December), provided that, if the financial resources of WOC in any given year are not sufficient to fully fund the GMI Program, WOC may advise DOM that it will fund the program in a lesser amount. Notwithstanding the foregoing, WOC will not fund the GMI Program for any year in an amount that is less than the greater of (a) \$100,000, and (b) the amount needed to fund the planned continuation of existing internships as set out in the reports from DOM to WOC. Any decrease in funding of the GMI Program by WOC will be communicated in writing to DOM, together with the reason for such decrease, not later than November 1 of the preceding year.
2. Not later than April 15 of each year, if the amount of the reserve exceeds \$50,000, DOM will advise WOC of the amount of the excess, and WOC will reduce each of the payments for that year by 1/3 of the amount of the excess.
3. DOM will continue to make semi-annual reports to WOC. Each semi-annual report will include, in chart form, the name of each then currently serving GMI, the place of service, the start date and expected end date of his or her term. Each report will also include the anticipated amount needed to fund those current GMIs planning to continue for the following year.
4. This MOU may be amended at any time upon the agreement of both the WOC Board and the DOM Board, and will be reviewed by both Boards not less often than every four years to determine if any changes are needed.
5. This MOU will be in effect upon its approval by the WOC Board and the DOM Board.

WEEK OF COMPASSION

By: _____
Title: Chair, WOC Board of Stewards

DIVISION OF OVERSEAS MINISTRIES

By: _____
Title: Chair, DOM Board